

Workforce – The role of the regulator

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Background to social work

2001: General Social Care Council (GSSC)

2012: Health and Care Professions Council (HCPC)

Dec 2019: Social Work England

The regulatory landscape

A large number of employers

Local authorities, NHS, charities, OFSTED, CAFCASS, agencies... **Plus** independent social workers

Very limited infrastructure

Lack of royal college or similar. Little data or insight on the profession, or from those with lived experience of social work. Several routes into social work Apprenticeships, fast-track programmes, masters programmes, and degree qualifications

Lack of a workforce plan No sector-wide strategy for recruitment, retention, career development, international applicants.



New specialist regulator for 100k+ social workers and over 300 higher education and training courses in England



Arms-length from Government and sponsored by

Department for Education (DfE)

and

Department of Health & Social Care (DHSC)



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Workforc





Recruitment

Retention

Low morale

Quality and consistency of education and training

Gaps and shortages in statutory social work

International recruitment





Agency working

The role of Social Work England



Balancing the relationship between regulation, strategy and policy as noted in 'Safer care for all'



Systems leadership

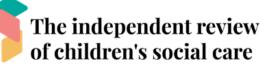
- a national perspective
- coherence engaging the sector
- influencing practice and policy
- the national round table on workforce
- what is the added value?
- who will drive strategic planning for the workforce?



The use of evidence and research

Safer care for all Solutions from professional regulation and beyond

Social work in England: State of the nation 2023



Social Work 0() England

Social Work Week 2024

Bringing people together to learn, connect, and influence change

18 to 22 March 2024

#SocialWorkWeek2024 socialworkweek.org.uk



Social workers in England quitting in record numbers the guardian

Numbers fall for first time since 2017 despite increased need due to cost of living crisis

• 'High stress, high demand, high burnout': life as a social worker in England



Thank you

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Join us for Social Work Week 18 to 22 March 2024

